

Te pae tawhiti – Pursue distant horizons

MĀORI HEALTH STRATEGY FOR
THE COLLEGE OF EMERGENCY NURSES
NEW ZEALAND 2024–2027.



**College of Emergency
Nurses New Zealand**

Ngā Ringa Ringa Aroha NZNO



**College of Emergency
Nurses New Zealand**

Ngā Ringa Ringa Aroha NZNO

The College of Emergency Nurses New Zealand
aims to promote excellence when caring
for Māori and supporting the Māori nursing
workforce in Emergency.

**Māori Nursing
Workforce Support**

Supporting and
empowering Māori
nurses in emergency
settings.

Excellence in Care

Promoting high
standards in
emergency nursing
care.

**Māori Care
Excellence**

Ensuring culturally
sensitive and effective
care for Māori patients.



Made with  Napkin

Te pae tawhiti – Pursue distant horizons

KO TE PAE TAWHITI WHĀIA KIA TATA,
KO TE PAE TATA, WHAKAMAUA KIA TINA.

Pursue distant horizons so they may be close, and
secure near horizons, so that they are fastened.



**College of Emergency
Nurses New Zealand**

Ngā Ringa Ringa Aroha NZNO

Purpose

- A Māori Health Strategy is provided to guide actions when caring for Māori accessing Emergency care in Aotearoa. Providing an environment where Māori patients, whanau and kaimahi feel safe is necessary if we are to improve health outcomes for Māori.
- The inclusion of a strategy upholds our focus to include Kawa Whakaruruhau-cultural standards that align with clinical standards expected of our professional nurses.
- Emergency nurses are in prime position to lead change and have an opportunity to provide a positive experience for Māori patients and whanau. Increasing the number of Māori nurses is key, Māori nurses enable Te Reo and Tikanga to uplift the mana of Māori patients and whanau in a health environment that is not designed for Māori.
To Tautoko Māori nurses within our specialty.



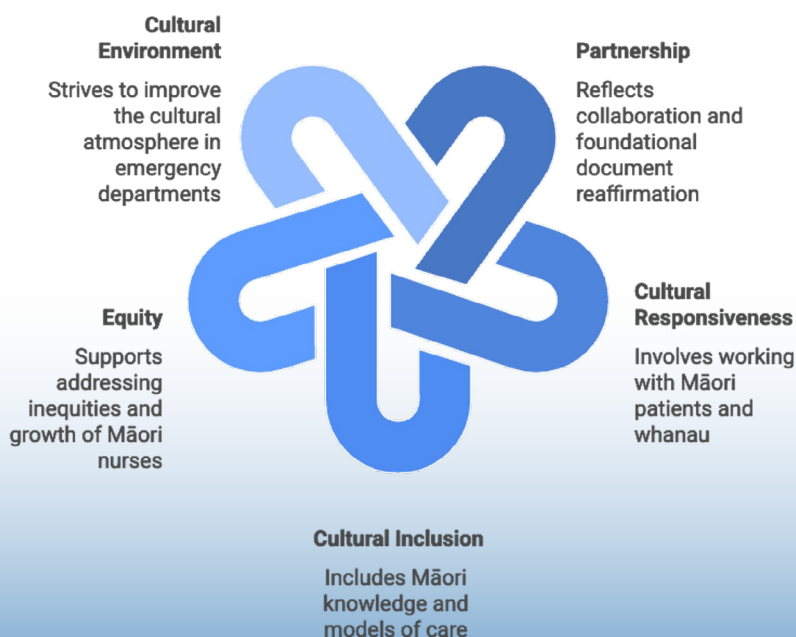
**College of Emergency
Nurses New Zealand**

Ngā Ringa Ringa Aroha NZNO

Te Tiriti o Waitangi

A Tiriti approach reflects partnership and reaffirms the foundational document within the Emergency environment.

- **Kawanatanga:** Working in partnership with Māori patients and whanau to determine culturally responsive care.
- **Tino Rangatiratanga :** Include Mātauranga Māori, Hauora models of care within the guidelines and frameworks to guide emergency nursing care.
- **Oritetanga:** Support addressing inequities in the Emergency Department and the wider health system. Support the growth and development of Māori Nurses.
- **Wairuatanga:** Strive to improve the cultural environment of Emergency Departments





Nga Uara-Values

CENNZ aspires to work as a Te Tiriti o Waitangi partner for Māori accessing care in the Emergency Department by enabling:

- **Manaakitanga:** As Emergency nurses we aim to show care, respect and hospitality for all patients and whanau accessing care.
- **Whakawhanaungatanga:** As Emergency nurses we aim to build a rapport, and facilitate connections with our patients, whanau and colleagues.
- **Tautoko:** As Emergency nurses we aim to support all patients and whanau, informing them of all available options related to their care. We also aim to support kaimahi to include Hauora Māori principles into practice.
- **Akoranga:** As a professional college we aim to provide education and rauemi/resources to inform our members so the experience for Māori reflects clinical and cultural safe care.
- **Wairuatanga:** Our nurses will enable karakia, tikanga in ways that uphold the wairua for our patients, whanau and all kaimahi.

Our Goals

- Our whanau will voice they have experienced a Culturally safe environment, reaffirming the principles of 'Kawa Whakaruruhau'.
- **Pae Ora-Healthy Futures:** is experienced by whanau by aligning Emergency nursing care with **Mauri Ora**-Care of the Individual, **Whanau Ora**-Care of the Whanau, **Wai Ora**-increasing awareness of the environment our whanau access within Emergency and promoting an environment where our patients, whanau and staff feel safe resulting in improved health outcomes for Māori.



**College of Emergency
Nurses New Zealand**
Ngā Ringa Ringa Aroha NZNO

Key Performance Indicators

- **Support the recruitment:** retention and growth of the Māori nursing workforce within Emergency nursing. The current number of Māori nurses registered with CENNZ is 8%, this is a workforce inequity. The Māori population is 17.8% , our goal is to reach 20% of Māori nurses working within emergency to exceed population parity and meet the clinical needs of patients and whanau that they deserve and expect.
- **To encourage a Tuakana-teina model that enables mentorship:** support developing Māori nurses with other Senior nurses to provide cultural support to reduce the cultural loading they experience.
- **Strengthen connections:** to ACEM-Manaaki Mana, NZNO -Te Runanga o Aotearoa, Indigenous Emergency networks, Kaupapa services and Primary Hauora services through the Regions.

**Network
Strengthening**
Building
connections with
relevant
organizations



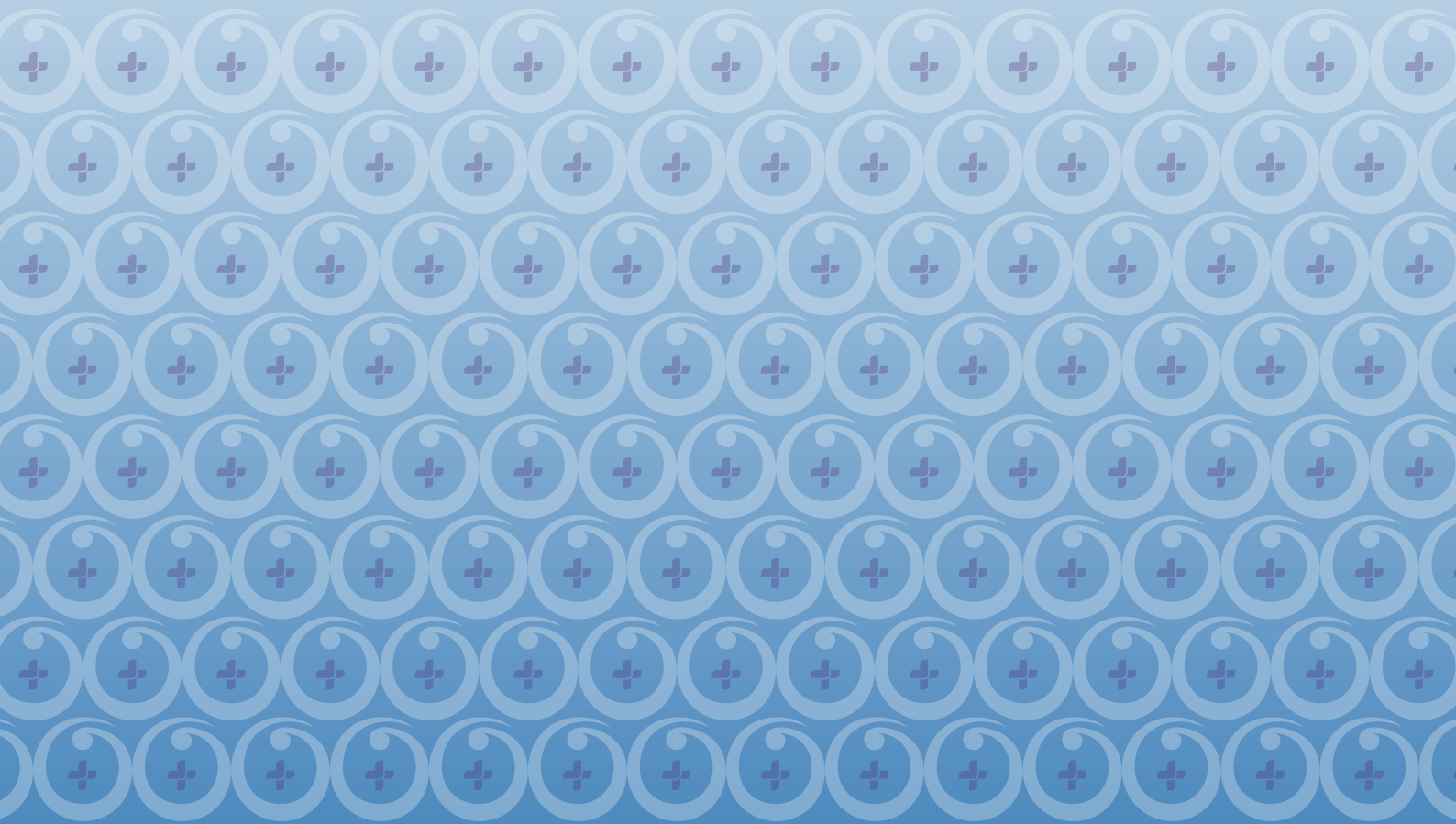
**Recruitment and
Retention**
Strategies to
increase Māori
nurse numbers

Mentorship
Cultural support
through senior
nurse guidance

Acknowledgments

- This strategy is our response to feedback from whanau and our nursing workforce, with specific focus on Māori nurses, a marginalised but vital section of our nursing workforce. This work was formed by Natasha Hemopo with input and full support from the CENNZ Committee.
- Acknowledgement to Tā Mason Durie whose Pae Ora Model has been included that provides direction for this strategy and therefore our Emergency nursing workforce.





College of Emergency Nurses NZ



Ngā Ringa Ringa Aroha NZNO